

◆ Benefit Programs to Enhance Employee Happiness and Well-being

Type	Program	Details
Health care	Medical Check-up*	Providing annual check-up at designated hospitals for employees healthcare
	Vaccination*	Helping employees stay healthy by preventing infectious diseases
	Healthcare Support*	Programs to help employees pay for healthcare and contribute to their wellness
	Accident/Dental Insurance*	Group insurance to cover member injuries/dental care
	Office Infirmary*	Providing OTC medications and various health-care programs to help employees stay healthy - Breastfeeding room/recovery room/massage room, etc
	Fitness Center*	Operating to encourage voluntary health care of its employees
	House Massage Service*	Establishing a massage facility in the company and hiring and operating a nationally certified blind masseuse
	Office Breakfast*	Nutritious meals intended to improve employees' health condition are provided every day such as low-sodium and low-calorie foods
Refresh	Support for deluxe leisure facilities*	Helping employees refresh with year-round, winter, and summer retreats/condos
	Support for In-house Club**	Programs to promote healthy leisure activities and member intimacy
	Self-Design Personal Development**	Various types of support for Personal Development such as language and Tuition Assistance in line with growing employees' capability(up to KRW 1.2 million per year) (Separate budget support for Executives)
	Work Anniversary Present*	Rewards, vacations, meritorious plaque, and badge (on a 10-year basis) are paid to employees who have served for 10 years as employees and who have served for every five years thereafter - served for 10/15/20/25/30 years
	For the next 10 years Program*	Providing travel voucher* and vacation to encourage long-term service - Served for 10/20 year basis (*10 years only)
	The Happiness Day*	Operating "The Happiest Day" on the third Friday of every month, allowing employees to voluntarily practice their happiest work the rest of the time after working four hours
	Refresh Leave*	Providing an additional 5 days of vacation per year in addition to legal annual leave for refreshing employees
Family Care	Financial support for housing*	Cash support corresponding with low interest costs for loans for housing(purchase or lease)
	Financial support for livelihood*	Cash support corresponding with low interest costs for loans for credit loans
	Financial support for Employee Relocation*	Cash support for housing(lease) costs for employees' relocation on business purposes
	Children's Tuition Support*	Supporting member work-family balance by reducing the financial burden on children's education - For children aged 5 to college students
	Children's Admission Support*	Payment to celebrate the growth of a member's child and admission to middle and high school
	Financial Planning Support*	Providing assistance in solving financial problems through experts such as insurance design, retirement pension, and evaluation of current financial products
	Psychology Counselling Support*	Partnership with a professional counselling center that allows employees to take care of their mental health with the support from professional counselors
	In-house Daycare Centers*	Operating to prevent the interruption of employees' careers due to child-rearing and to strengthen their commitment to work - Full support for childcare fees for children aged 1-4 years old (excluding some special expenses)
	Flexible Working Hours*	Help employees manage their working hours according to circumstances by introducing an optional working hours system that allows employees to freely choose and work for academic, childcare, family care, etc
	Part-time working options*	Operating a part-time work system for employees in need of family care, personal care, retirement preparation, and self-development
	Telework*	Remote work method that can work anywhere you can work from home, etc., to determine autonomous work space for enhancing employees' immersion, concentration, and efficiency
	Maternity and Parental Leave*	Granting leave of absence for child rearing for male/female employees with infants and toddlers under the age of 8 (Maintenance of major welfare systems such as medical expenses during parental leave) - Period of paid parental leave for primary caregivers: one year
	Medical Expenses Support for Subfertility and Serious Diseases*	Full medical support for subfertility and four major serious diseases
Subfertility Leave*	Support for 3 days of leave per year (1 day paid, 2 days unpaid) for subfertility treatment purposes, up to 2 years of leave for the same purpose. No pay after initial 90 days of payment	
Stillbirths/Miscarriage *	Leave to support psychological stability and recovery (up to 90 days) if a female worker is miscarried or stillborn	
Others	Retirement Awards*	Giving a meritorious plaque and a key to good luck of 10 dollars to retirees
	Retirement Pension Plan*	Support for stable retirement benefits and stable retirement life for retired workers - Deposits, lump sum payments or pensions in outside financial institutions
	Support for congratulations for employees and their families*	Financial support provided by the company and colleagues to help employees concerned with the necessary ceremonies
	Support for condolences for employees and their families*	Financial support provided by the company and colleagues to help employees concerned with the necessary ceremonies
	Flexible Benefit*	An advanced welfare system in which employees can freely use a given annual budget by selecting the time/item they want for their own development
	Cellphone Reimbursements*	Providing cellphone reimbursements to work more effectively.
	Mobile Groupware*	TokTok service provided for employees to perform efficient business using smartphones
	SK Family Credit Card*	Annual support for SK employees-only credit cards with SK brand sharing function - Discounts or free of charge for gas stations, marts, and airline affiliated services for employees
	Cafeteria/Lunch Support*	Support for in-house restaurant operation and lunch expenses to manage healthy diets of employees
	Company Vehicle Support*	Enable personal use of company vehicles before/after working hours or on holidays
	SK Shuttle Bus*	Operating shuttle bus named "SK Happy Express" for commuter in SK Group
	Employee Discount*	Offering discounts for employees subject to sales SK networks' brand products/services

\* For all employees (including executives, full-time, and part-time employees)

\*\* For all employees excluding executives

(Only 'employees(not executives)' are eligible to receive certain benefits under Art.2 of Korean Labor Standards Act and Art.46 of Enforcement Decree of Basic Labor Welfare Act)